

## **ATTACHMENT 4**

### **Managerial and Technical Qualifications of ARBROS Personnel**

#### **Jonathan S. Flicker, CEO, President, and Director**

Mr. Flicker has more than 14 years of experience in executive-level management, primarily in the areas of strategic planning, corporate finance, operations, marketing and analysis. Before joining ARBROS Communications, Mr. Flicker was the Chief Operating Officer of CrossMedia Networks Incorporated, a service organization that enabled voice-mail retrieval via standard telecommunications devices. In addition to having held management positions at Time Warner Inc., and National Geographic Society, Mr. Flicker was Vice President of Marketing Services at Time Life, Inc. where he managed the nationwide telemarketing group as well as the marketing operations functions for the Books, Video, Music and Children's product lines. He also worked for the Bertelsmann Music Group, initially as senior director of New Business Development for the Direct Marketing Division and later as Vice President of Customer Service and Operations. Mr. Flicker started his career at Morgan Stanley. He holds a BS in Cognitive Science and an MS in Quantitative Analysis from the University of Kansas.

#### **Sandra Hallameyer, Senior Vice President, Administration**

Ms. Hallameyer has more than 30 years of experience in directing administrative functions, specializing in the management of human resources and labor, information systems, facilities and operations in a variety of businesses and industries. Prior to joining ARBROS, she served as Senior Vice President of Administration for the National Geographic Society, providing operational overview and strategic direction for its administrative, membership and internal audit functions. From 1969 to 1980, Ms. Hallameyer held positions in change management, human relations and training in the insurance and health care industries before joining The Sun newspaper in Baltimore, Maryland, where she served as Director of Human Resources and later as Vice President of Operations. Ms. Hallameyer holds a bachelor's degree in Psychology from North Texas University and a Masters in Business degree from Stanford University.

#### **Don Helms, Senior Vice President, Operations**

Mr. Helms has over 30 years of telecommunications experience in a variety of senior and executive level positions with AT&T and Teleport Communications Group (TCG). Prior to joining ARBROS, Mr. Helms served as Vice President of the Network Management Center (NMC) for AT&T Local Services, with responsibility for nationwide customer trouble resolution. Under his leadership, the NMC expanded in size and functionality to meet the growth

in services and commitments to new AT&T product offerings. Previously, Mr. Helms served as Regional Vice President of Local Service Operations for AT&T's (formerly TCG) Eastern Region, where he enhanced the operations capability and service performance for the eastern half of the United States. Prior to this, Mr. Helms served as Vice President of Corporate Process where he was charged with defining processes that would achieve the highest level of performance efficiency and Vice President of Engineering with responsibilities including transmission and switching equipment, network planning, network design and infrastructure deployment. Mr. Helms spent the first 16 years of his career with AT&T where he served in several positions of increasing responsibility in the areas of operations, service management and engineering.

**Dr. I-Hung Li, Senior VP, Technology, CTO**

Dr. Li has more than 20 years of communications experience. Before joining ARBROS, he was the Senior Vice President at Paragon Solutions, responsible for the strategic direction and product delivery of its R&D organization. Dr. Li first worked as a software engineer for Bendix Corporation, where he developed a wideband data network for the Voyager project led by the California Institute of Technology Jet Propulsion Laboratory. In 1980 he joined Lucent Technologies (formerly AT&T Bell Labs), holding increasingly responsible roles as software engineer, project leader, project manager, system architect technical manager and senior technical manager throughout his 18 years there. In 1994 he spearheaded the customer technical support effort for the Japan Wireless PHS Project and later for the Asian Pacific countries. A featured speaker at numerous events, including the annual International Conference on Advanced Science and Technology, Dr. Li holds a PhD in Mathematics from Johns Hopkins University.

**Russell B. Stevenson, Jr., Executive Vice President and General Counsel**

Mr. Stevenson has been engaged in business law for 30 years, as a teacher, regulator, private practitioner and in-house counsel. Before joining ARBROS, Mr. Stevenson served as General Counsel for CyberCash, Inc., a leading provider of software and services for electronic commerce. From 1971 to 1981, he was a professor of law at George Washington University, a visiting professor at Cornell Law School, and a Fulbright Professor at the University of Paris II (Sorbonne). In 1981, Mr. Stevenson joined the staff of the Securities and Exchange Commission, serving there as Deputy General Counsel. He returned to private practice in Washington, D.C., in 1984. Mr. Stevenson holds a degree in Mechanical Engineering from Cornell University and received his JD, cum laude, from Harvard Law School. He is a member of the bars of the District of Columbia and the United States Supreme Court.

**J. Dirk VerMeulen Jr., Senior Vice President, Sales and Corporate Development**

Mr. VerMeulen brings nearly a decade of domestic and international telecommunications industry experience to his role of overseeing strategic planning, marketing and sales at ARBROS. Before joining ARBROS, Mr. VerMeulen served as General Manager of Consumer Sales for Ameritech New Media, a leading provider of cable TV services in the Midwest. Also during his tenure at Ameritech, he was a General Manager of Sales within Ameritech International working in Belgium with Belgacom, the leading Belgian telecommunications company. Prior to his engagement in Europe, he served as Director of Sales, Indiana, for Ameritech's Enhanced Business Services division. In addition, Mr. VerMeulen held various positions within Ameritech, ROLM and Fujitsu. Mr. VerMeulen holds a BA in Business Administration from Hope College in Holland, Michigan.

**Samuel Vogel, Senior Vice President, Marketing and External Affairs**

Mr. Vogel has 39 years of experience in the telecommunications industry in marketing, sales, regulatory, operations and engineering. Between March of 1999 and March 2000, he served as Chief Operating Officer and Vice President of Operations for ARBROS, responsible for all operations functions, including network engineering, planning and management, information systems, customer service, regulatory, sales and marketing. Mr. Vogel's 35-year career with New York Telephone, AT&T and NYNEX culminated in 1996 where, as Managing Director in their Business Markets Group, he developed new products and managed \$1.2 billion in calling services revenues. He went on to work for the Carrier Services Division of US ONE Communications; to consult for Bell Atlantic/NYNEX; and to oversee all CLEC operations functions for Metropolitan Telecommunications as its Executive Vice President of Operations, Sales and Marketing. Mr. Vogel holds a BS in Business Administration, cum laude, from the New York Institute of Technology.

**Howard F. Zuckerman, Senior VP, Finance, CFO**

Mr. Zuckerman has over 25 years of experience in financial management (16 years of which are in the telecommunications industry), including senior level executive positions since 1992 with both domestic and international based operations. While his career has encompassed all the traditional areas of finance, including SEC filings, financial reporting, accounting and internal controls, financial planning, budgeting and treasury, he also has extensive experience in the purchase and sale of companies. He joins ARBROS from Bell Atlantic Corporation (now Verizon). His most recent assignment was as Executive Vice President and Chief Financial Officer and a director of Grupo Iusacell (NYSE), Mexico's second largest wireless telecommunications company (\$400 million annual revenues) where he developed and managed all financial functions, led transactions which raised \$1 billion in both equity and debt capital and maintained relationships with Wall Street and institutional investors. Prior to that assignment which began in late 1996, Mr. Zuckerman was Vice President of Finance and CFO of a then

newly created division of Bell Atlantic's Network Services Group responsible for its interconnection/access business with 175 inter-exchange carriers. From 1984 to 1993, he held various corporate and divisional level positions with the non-regulated entities managed as the Bell Atlantic Enterprises Group, many of which were startups or acquired companies. From 1975 to early 1984, Mr. Zuckerman was with Squibb Corporation, where he was appointed by the Board as an Assistant Corporate Controller in 1982. From 1970 to 1975, Mr. Zuckerman was employed by the audit division of the New York office of Arthur Andersen & Co. He is a Certified Public Accountant in New York (1971) and New Jersey and holds an economics degree from Cornell University and a M.B.A. degree from the University of Chicago.